

A RESOLUTION

BY MICHAEL JULIAN BOND,

Clota Henshaw King
11:20 AM
01-R-0312
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A RESOLUTION REQUESTING THAT THE CITY OF ATLANTA ("CITY") ACCEPT THE RECOMMENDATIONS OF THE LAW ENFORCEMENT ADVISORY COMMITTEE ("COMMITTEE"), DEVELOP AND INITIATE PROCESURES TO ADOPT SAID RECOMMENDATIONS, AND PROVIDE AUTHORIZING LEGISLATION TO RATIFY AND EXECUTE SAID RECOMMENDATIONS WITHIN 30 DAYS OF THE ADOPTION OF THIS RESOLUTION, AND FOR OTHER PURPOSES.

WHEREAS, The City affirms that the public safety and quality of life of the City is directly related to the professional morale and welfare of the City's sworn public safety officers; and,

WHEREAS, The City desires to improve the retention rate of sworn police officers recruited and trained by the City; and,

WHEREAS, The Law Enforcement Advisory Committee, comprised of the International Brotherhood of Police Officers (Local 623) and the Atlanta Branch of the Police Benevolent Association has conducted a personnel improvement study for City sworn police officers; and,

WHEREAS, The Committee's recommendations provide comprehensive redress for salary pay and pension disparities among the City's sworn police officers; and,

WHEREAS, The Committee's overall report proposes a 5-year plan to raise competitiveness for recruitment and retention of City sworn police officers; and,

THEREFORE, BE IT RESOLVED THAT THE CITY OF ATLANTA:

SECTION 1. The Personnel Department of the City be requested to develop and initiate procedures to adopt the 5-year salary and pension improvement plan of the Law Enforcement Advisory Committee for sworn police officers.

SECTION 2. The Personnel Department of the City provide authorizing legislation for the City's adoption and execution of the 5-year salary and pension improvement plan of the Law Enforcement Advisory Committee.

SECTION 3. That requirements of sections 1 and 2 be fulfilled within 30 days of the adoption of this resolution.

SECTION 3. The Committee recommendations report is attached to resolution.



CITY OF ATLANTA

Bill Campbell
Mayor

675 Ponce De Leon Ave. NE
Atlanta, Georgia 30308
(404) 817-6900

Atlanta Police Department
Beverly J. Harvard
Chief of Police

January 8, 2000

Mr. David Corbin
Chief Financial Officer
Department of Finance
City of Atlanta
68 Mitchell Street
Atlanta, Georgia 30303

Dear Mr. Corbin:

The Law Enforcement Advisory Committee respectfully submits for your consideration and action the attached benefit enhancement recommendations pursuant to the agreement in our meeting on January 4, 2001. This agreement represents the unprecedented agreement of the IBPO, the PBA and the Office of the Chief of Police working together toward a shared vision for improving the Atlanta Police Department over the next 5 years.

All the representatives of the Law Enforcement Advisory Committee present agreed that these proposals are essential to attract and retain officers within the Atlanta Police Department.

We look forward to working with you as these issues are included in the 2001 budget, deliberated before Council, and considered by the Mayor.

Sincerely,

Major John Prince
Administrative Services Division
404-817-6875

Sergeant Marc Lawson
President, IBPO, Local 623

Senior Police Officer Richard Straut
President, Atlanta Chapter, PBA

Investigator J.B. Rose
Chair, Pension Improvement Committee

Members of the Atlanta Police Department seek to be part of the solution where improved pay and benefits are concerned. On Friday, January 5th, 2001, representatives from several professional organizations representing the interests of Atlanta police officers met to define common objectives for future discussions with city officials related to improved pay and benefits. Representatives invited to participate included:

- Major John C. Prince, III
–Liaison for the Office of the Chief of Police
- Sergeant Marc I. Lawson
–President, International Brotherhood of Police Officers, Local 623 (IBPO)
- Senior Police Officer Richard Straut
–President, Atlanta Chapter, Southern States Police Benevolent Association (PBA),
- Investigator James B. Rose
–Pension Improvement Committee Chairman

Other stakeholders included IBPO Executive Board Members, PBA Executive Board Members, and Atlanta Police Pension Fund Trustees.

This ad hoc committee's mission was to address the pay and benefits of Atlanta Police Department employees in sworn service (referred to hereinafter as The Law Enforcement Advisory Committee). What follows represents the best effort of The Law Enforcement Advisory Committee to craft a long-term strategy to positively impact the pay and benefits of Atlanta Police Officers.

The Law Enforcement Advisory Committee sought to craft the framework for a 5-year plan that supports employee recruitment and retention efforts by creating a competitive employee benefits package for police employees. Salary, pension, funding sources, and most importantly consensus were seen as critical discussion items.

The Challenge

While the 30-year low in U.S. unemployment figures is good news for job seekers, it presents a challenge for employers. Recruiting for qualified applicants to fill job vacancies has become critical to the continued success of the crime fighting strategies of the Atlanta Police Department. Creative strategies to recruit new applicants are not enough. Time has taken a toll on the competitive nature of employee benefits in the Atlanta police department.

At this time the pay of Atlanta police employees does not compare favorably with police jurisdictions of similar size in the area. Atlanta Police sworn employee pension benefits were last improved in 1978. Other law enforcement agencies successfully compete for the limited police applicant pool. Indeed, the Atlanta Police Department is a favored source of highly qualified, trained, and seasoned police candidates. Our employees are successfully recruited by agencies who pay 19% greater starting salaries and top out in a shorter amount of time paying more than 20% higher wages!

The Law Enforcement Advisory Committee sees clearly that the Atlanta Police Department should become and then remain the highest paid police employees in our region. By leading the list of agencies of comparable size, the Atlanta Police Department could cease the costly cycle of recruitment, training, seasoning, and losing highly qualified police employees.

Sworn Employee Pay

The Law Enforcement Advisory Committee believes that the following remedial action must be taken to correct the significant staffing challenges currently facing the Atlanta Police Department.

In 2001, an across the board \$2,000 pay raise for all sworn police employees. This action would cut the disparity in Recruit pay to 10% and the difference in

top salary to 15%. The Law Enforcement Advisory Committee views this as a meaningful first step.

In 2002, an across the board \$3,000 pay raise for all sworn police employees. This action eliminates the disparity in Recruit pay. The gap between top-level pay is reduced to about 8%.

In 2003, an across the board \$3,000 pay raise for all sworn employees will put APD starting wages ahead of our competition for the first time. This action will also mean that our highest paid officers are only 2% behind our best competitor (assuming that they receive no pay increases for the next three years).

2003 is also an opportunity to level the playing field in another area. At this time one of our greatest competitors (DeKalb County Police) have a salary schedule that takes an employee from the lowest rung to the highest paid position in just 7 years. The same employee would have to work three years longer in the City of Atlanta. It is the recommendation of The Law Enforcement Advisory Committee that the December 2002 budget workshops include a presentation from The Law Enforcement Advisory Committee resulting in a proposal that the pay ranges in the City be reduced from 10 incremental steps to 7. In this plan the lowest pay would be 65% of top pay and each increment would be 5%.

The Law Enforcement Advisory Committee recommends that in 2004, and each year going forward, the December budget workshops include presentations from The Law Enforcement Advisory Committee resulting in a proposal that insures that the pay for COA police officers remains

10% greater than the highest salary in the metro area.

Since pay raises are contingent upon the proper administrative handling of Quality Performance Assessments (QPAI) it is the recommendation of The Law Enforcement Advisory Committee that beginning immediately *employees receive the pay raise associated with their attainment of an employment anniversary automatically*, unless a negative evaluation for the affected rating period exists.

Sworn Employee Benefits

The Law Enforcement Advisory Committee proposes that beginning in 2001 employees be permitted to voluntarily donate up to 8 hours of accrued sick leave per year to ill or injured employees who have exhausted all of their accrued compensated leaves. This morale building action will allow police employees to demonstrate empathy and compassion to police employees suffering catastrophic illness or injury.

At this time DeKalb County Police Department employees enjoy nearly 20% more vacation days than their City of Atlanta counterparts. For 2002, The Law Enforcement Advisory Committee proposes that increasing the number of vacation days for sworn employees so that they are equal to those given DeKalb County PD sworn employees. This action will eliminate the disparity.

In 2000 the Labor Relations Information System undertook a survey of cities greater than 50,000 citizens¹. The results of these surveys can provide guidance to

administrators who seek to become competitive with jurisdictions with similar populations. The Law Enforcement Advisory Committee noted that many agencies the size of the City of Atlanta provide longevity pay to employees as an incentive to dissuade veteran employees from seeking employment in other communities. The Law Enforcement Advisory Committee proposes that beginning in 2003 longevity pay be added to the salaries of sworn police employees with more than 5 years of service. The current average national standards are as follows:

- 5 years of service - \$61.01 per month
- 10 years of service - \$107.64 per month
- 15 years of service - \$153.56 per month
- 20 years of service - \$199.79 per month

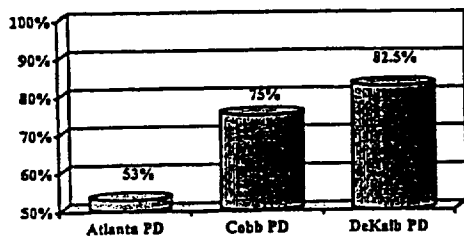
It is the recommendation of The Law Enforcement Advisory Committee that at a minimum these amounts be added to the other additional compensation proposed for the year 2002.

Sworn Employee Health Insurance

At the present time Sworn Employees contribution to their health insurance varies greatly. Rising health care costs cannot be balanced on the backs of employees who are underpaid. The current national average of employee contribution is 87.5%. The Law Enforcement Advisory Committee recommends that beginning in 2002, the City of Atlanta rise to at least this level of employee contribution.

¹ (Source: Labor Relations Information System, 2000 Police Wage and Benefit Survey, Labor Relations Information System, 3021 N.E. Broadway, Portland Oregon 97232 - August 1, 2000)

Sworn Employees Pension



What happens at the end of 30 years of service?

As this graphic clearly illustrates, a 51-year-old veteran of 30 years of police service retires with a much better pension in either competing jurisdiction. In real numbers an Atlanta Police officer will have to live on \$22,000 per year in retirement while an employee who worked for the DeKalb County police department for exactly the same amount of time will live on \$42,000 per year. Surely our employees who have worked the same amount of time should expect similar treatment in retirement. By the way our employees will have paid an incredible 1300% more toward their own retirement than those DeKalb employees who will retire in much better financial shape.

If it is true that retired employees need to retain 80% of their pre-retirement income in order to retain their standard of living, City of Atlanta Police employees are punished for their long good service. Under current conditions our 50+-year-old retirees can look forward to living on lower wages than the 21-year olds that seek to become new members of the Atlanta Police Department. Put in other terms, an Atlanta Officer would have to wait until age 62 to retire with similar pay. The DeKalb officer would have been retired for 11 years before his City colleague could join him in equivalent retirement.

In order to rectify these untenable conditions, The Law Enforcement Advisory Committee makes the following recommendations:

In 2001 (Year 1)

- ☐ 3% defined pension benefit, cap will be 90%
- ☐ No penalty after age 50
- ☐ Change disability benefit so that job related catastrophic injuries receive 75% pay. No penalty for finding other, non-sworn police employment.
- ☐ Rollback employee pension contribution by 1% to 6%

In 2002 (Year 2)

- ☐ 3.25% defined pension benefit, cap will be 90%
- ☐ Rollback employee pension contribution by 1% to 5%
- ☐ Entertain City proposals for a Deferred Retirement Option Program (DROP) only after successful implementation of the 3% defined pension benefit and age 50 retirement

In 2003 (Year 3)

- ☐ 3.50% defined pension benefit, cap will be 90%
- ☐ Rollback employee pension contribution by 1% to 4%

In 2004 (Year 4)

- ☐ 3.75% defined pension benefit, cap will be 90%
- ☐ Rollback employee pension contribution by 1% to 3%

In 2005 (Year 5)

- ☐ 4.00% defined pension benefit, cap will be 90%
- ☐ Rollback employee pension contribution by 1% to 2%

Other Matters of Significance

Career Development Plan

The Law Enforcement Advisory Committee expressed concern that no Career Development Plan currently exists for Atlanta police officers. The Law Enforcement Advisory Committee is aware that there have been many faltering attempts at career development options and at one point an entire Division existed ostensibly responding to this need. Career police employees currently run a race without a discernible finish line where there careers are concerned. No supervisor can properly guide subordinates who ask "how can I become a detective?". The title Senior Police Officer (SPO's) implies that officers who hold this position have attained some level of skill or tenure. At this time Atlanta Police Officers who wear the chevron insignia of an SPO are likely to be the beneficiary of a kind departmental patron.

Each employee should have a concrete assurance that these appointees are skilled and dedicated career employees. The same is true of Police Investigators. Perhaps they won a lottery of some sort. Perhaps they have special friends in the Criminal Investigations Division. The point is, no one knows with certainty what the path of ascension is in the Department. In the interest of fundamental fairness, police employees should be given clear guidance, leadership, educational opportunities, and opportunities to compete on a level playing field.

Shift differential pay

Public safety is a 24-hour a day operation, 7 days a week, 365 days per year. Police employees work around the clock to insure public safety and to respond to the public. Much more work occurs *after normal business hours* than during the 9-to-5. Police employees are twice as likely to be away from their families on any given day as other city workers. Yet most city workers currently enjoy shift differential pay. The Law Enforcement Advisory Committee believes that it is in the best interests of the citizens of the City of Atlanta to take a hard look at providing shift differential pay to sworn employees.

Recap of the recommendations of The Law Enforcement Advisory Committee

2001	
Pay	Across the board, \$2000 pay raise for all sworn employees
Benefits	Employees permitted to voluntarily donate up to 8 hours of accrued sick leave per year to ill or injured employees who have exhausted all of their accrued compensated leaves.
Pension	<input type="checkbox"/> 3% defined pension benefit, cap will be 90% <input type="checkbox"/> No penalty after age 50 <input type="checkbox"/> Change disability benefit so that job related catastrophic injuries receive 75% pay. No penalty for finding other, non-sworn police employment. <input type="checkbox"/> Rollback employee pension contribution to 6%
2002	
Pay	Across the board, \$3000 pay raise for all sworn employees
Benefits	Increase in the number of vacation days afforded employees
Health Insurance	City pays 87.3% of employees/retirees health insurance premium from the approved list of insurance providers (Represents the national average)
Pension	<input type="checkbox"/> 3.25% defined pension benefit, cap will be 90% <input type="checkbox"/> Rollback employee pension contribution to 5% <input type="checkbox"/> Entertain City proposals for a Deferred Retirement Option Program (DROP) only after successful implementation of the 3% defined pension benefit and age 50 retirement
2003	
Pay	<input type="checkbox"/> Across the board, \$3000 pay raise for all sworn employees <input type="checkbox"/> Reduce the number of steps in the pay scale from 10 to 7 <input type="checkbox"/> The December budget workshops will include presentations from The Law Enforcement Advisory Committee, resulting in a proposal that insures that the pay for COA police officers remains 10% greater than the highest salary in the metro area
Benefits	Longevity pay is added
Pension	<input type="checkbox"/> 3.50% defined pension benefit, cap will be 90% <input type="checkbox"/> Rollback employee pension contribution to 4%
Career Development Issues	<input type="checkbox"/> Shift differential pay <input type="checkbox"/> Implement a Career Development Plan
2004	
Pay	The December budget workshops will include presentations from The Law Enforcement Advisory Committee, resulting in a proposal that insures that the pay for COA police officers remains 10% greater than the highest salary in the metro area
Pension	<input type="checkbox"/> 3.75% defined pension benefit, cap will be 90% Rollback employee pension contribution to 3%
2005	
Pay	The December budget workshops will include presentations from The Law Enforcement Advisory Committee, resulting in a proposal that insures that the pay for COA police officers remains 10% greater than the highest salary in the metro area
Pension	<input type="checkbox"/> 4% defined pension benefit, cap will be 90% <input type="checkbox"/> Rollback employee pension contribution to 2%

Funding Sources for increased pension benefits

- In 2001 (Year 1), options include:
 - Re-direct police salary savings to police pension benefits
 - Utilize a Police Foundation as a funding source
 - Half-mil tax increase
 - Dedicate the proposed millage rate roll-back to APD
 - \$1.00 surcharge on every event ticket sold
 - \$1.00 surcharge on every hotel room per night
 - Surcharge on building permits
 - Surcharge on alcohol sales
 - Surcharge on alcohol service permits

- In 2002 (Year 2), options include
 - 1% dedicated sales tax increase

01-R-0312

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BY MICHAEL JULIAN BOND *City of Atlanta*
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 FOR OTHER PURPOSES.

- ☐ CONSENT REFER
☐ REGULAR REPORT REFER
☐ ADVERTISE & REFER
☐ 1st ADOPT 2nd READ & REFER
☒ PERSONAL PAPER REFER

Date Referred

2/19/01

Referred To:

Public Safety

Date Referred

Referred To:

Date Referred

Referred To:

First Reading

Committee

Date

Chair

Referred to

Committee

Date

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

Refer To

Committee

Date

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

Refer To

Committee

Date

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

Refer To

Committee

Date

Chair

Action:

Fav, Adv, Hold (see rev. side)

Other:

Members

Refer To

FINAL COUNCIL ACTION

☐ 2nd

 ☐ 1st & 2nd

 ☐ 3rd

Readings

☐ Consent

☐ V Vote

☐ RC Vote

CERTIFIED

MAYOR'S ACTION